


PUERTO RICAN LEGAL DEFENSE
& EDUCATION FUND, INC.
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TO: Executive Committee
Luis Alvarez, Chair
Sonia Sotomayor, First Vice-Chair
Ernest J. Collazo, Second Vice-Chair
Father Joseph Fitzpatrick, Secretary
Martin Zuckerman, Treasurer
Alba J. Rovira-Paoli, Member-at-Large
Mari Carmen Aponte, Member-at-Large

FROM: Linda Flores 
President

SUBJECT: MINUTES of January 14, 1988 Board of Directors' Meeting

DATE: 15 March 1988

In anticipation of the upcoming Executive Committee meeting, enclosed are the minutes of the January 14, 1988 Board of Directors' meeting.

Please be advised that the March 31st date for Executive Committee meeting has been cancelled and we are currently focusing on tentative dates of April 5th or 6th.

Kindly advise this office of your availability on these dates if you haven't already done so.

THE PUERTO RICAN LEGAL DEFENSE
AND EDUCATION FUND, INC.

Board of Directors' Meeting

January 14, 1988

MINUTES

Present:

Board

Luis Alvarez
Mari Carmen Aponte
Ricardo Fernandez
Father Joseph Fitzpatrick
Ruben Franco
Miguel Garcia
Alba Rovira-Paoli
Salvador Tio
Amy Vance
Martin Zuckerman

Staff

Linda Flores

Item 1: Approval of Minutes of June 30th and October 8th,
1987 Board of Directors' Meetings

A motion was made, duly seconded and carried
(m/s/c) unanimously to adopt the minutes of the June
30th and October 8th, 1987 meetings as presented.

Item 2: Committee Reports

A. Nominations

Chairman Alvarez presented the recommendations of
the Nominations Committee for 1988 which had been
approved by the Executive Committee. It was m/s/c to
elect the following members to the Executive Committee:

Luis Alvarez, Chairman
Sonia Sotomayor, First Vice-Chair
Ernest Collazo, Second Vice-Chair
Father Joseph Fitzpatrick, Secretary
Martin Zuckerman, Treasurer
Mari Carmen Aponte, Member-At-Large
Alba Rovira-Paoli, Member-At-Large
Member Sotomayor abstained from voting on her own position.

Further, it was m/s/c unanimously to re-elect the following members to the Board, subject to confirmation of each member's willingness to serve:

Mari Carmen Aponte
Anna Carbonell
Ricardo Fernandez
Alba Rovira-Paoli
Isaura Santiago-Santiago
Alfred Slocum
Salvador Tio
Martin Zuckerman

The Chairman also advised that at the next meeting, recommendations for terms of service for each member as well as new candidates for the Board would be presented.

B. Finance

Treasurer Martin Zuckerman reviewed the finances of the organization noting that the current cash flow posture of the organization was acceptable and any negative changes would be flagged by the President.

The Treasurer next presented in detail the salary package including the 1987 bonus provision and the 1988 salary increments and equity increases. He also reported that agreement had been reached between the

union and management to renew the collective bargaining agreement in its entirety for another three-year period. It was m/s/c unanimously to approve renewal of the agreement and the 1987 and 1988 salary package.

Lastly, the Treasurer reported that the President's annuity, pursuant to the employment contract, had been examined and recommended placing a lump sum payment through June, 1988 into an annuity fund. It was m/s/c unanimously to authorize the Treasurer to execute the purchase of the annuity.

C. Development Committee

Committee Chairman Garcia reviewed the organizational plan recommended by the President for core operations. After discussion, it was agreed that a full-time development officer should be the first priority. With regard to the remainder of the proposal, it was suggested that Board members communicate their views to the Chairman for consideration in establishing recommended staffing priorities.

Committee Chairman Garcia also advised that the Annual Dinner had been rescheduled for the Fall of 1988. To replace the income of \$30,000 projected for the year ending June 30, 1988, he advised that he and the Chairman had identified two new funding sources, each to be solicited for \$15,000.

D. Education

Ricardo Fernandez, Chairman of the Committee, reported on the activities of the Division, including a review of on-going programs and new programmatic initiatives. He indicated that the Committee had asked

the Director of the Division to develop a comprehensive proposal on the current and recommended activities to facilitate Board members' efforts in generating funding for the Education Division.

E. Litigation

Committee Chairperson Sonia Sotomayor reviewed the scope of the Committee's work and indicated a fuller report would be presented at the upcoming Board meeting.

Item 3: President's Report

The President highlighted the completion of Phase I of the organizational review being conducted by Professor Robert McKay on behalf of the Rockefeller Foundation and advised that the second phase of the review, to be conducted by Price Waterhouse, would be scheduled for Spring 1988. Given time constraints, Chairman Alvarez recommended that any questions on the Report be communicated to the President.

The meeting adjourned at 7:00 p.m.